



CALIFORNIA STATE PERSONNEL BOARD

801 Capitol Mall • Sacramento, CA 95814

MEMORANDUM

DATE: December 17, 2008

TO: ALL STATE AGENCIES AND EMPLOYEE ORGANIZATIONS

SUBJECT: CAREER EXECUTIVE ASSIGNMENTS

During its meeting of November 3, 2008, a public hearing was conducted before the State Personnel Board (Board) concerning possible changes to the criteria for designating positions as Career Executive Assignments (CEA). As the result of information received by the Board during the November 3, 2008, meeting, a determination has been made that further inquiry is warranted prior to any decision being made concerning possible changes to existing CEA designations and processes. The Board, therefore, requests that all interested parties provide information to the Board concerning the following topics:

- Should the existing five-level CEA structure be defined as a single deep classification or as five separate classifications based on pay band?
- Should an examination be required for CEA realignments "in place?"
- Should an examination be required to transfer an incumbent CEA to a different CEA position at a higher pay level regardless of the appointing authority?

It is further requested that any responses to the above-listed topics be submitted no later than **January 30, 2009**. Please submit your responses to:

Bruce A. Monfross
Acting Chief Counsel
State Personnel Board
801 Capitol Mall, MS 53
Sacramento, CA 95814

SUZANNE M. AMBROSE
Executive Officer